

Archdiocese of Seattle- Office for Catholic Schools

Year-Long Professional Development Planning Template

This template is a tool that Catholic school principals can use to identify and plan data-driven professional development goals and opportunities for their teachers and staff. This template can also be used to plan regional professional development efforts.

Planning Team:

The plan should be developed through collaboration with teachers and other school personnel. Please list all planning team members, as well as their titles, below.

Olympic Regional Principals Team: Ann Austin, Queen of Angels School Principal; Susan Kilbane, St. Cecilia School Principal; Jeanette Wolfe, Our Lady Star of the Sea Principal

Teacher Leader Team: Liz Allen, Olympic Region Teacher Leader, Janet Chamberlain, QofA School Teacher Leader; Kevin Kealy, OLSS Teacher Leader; Tina Powell, OLSS School Teacher Leader
Emily Cornell, St. Cecilia School Teacher Leader; Amy Lee-Despard, St. Cecilia School Teacher Leader

Professional Development Needs Assessment:

Indicate the data sources and other factors you will consider when conducting a Professional Development Needs Assessment.

☒ Student achievement data (MAP, etc.)
☐ Teacher formation tool/observation data
☒ Accreditation goals/ report data
☒ Archdiocesan goals
☒ Other: **Leaders of Learning: How District, School & Classroom Leaders Improve Student Achievement** (2011) Dufour & Marzano (Olympic Region Principal Book Study)

Summary of Professional Development Needs Assessment:

Data Source	PD Need Identified	Evidence
<i>Ex: Student achievement data</i>	<i>Ex: Instructional strategies for helping students read informational texts</i>	<i>Ex: Students in 5 of 6 grade levels scored 15% lower on reading informational texts than on reading literary texts as measured by the MAP.</i>
Dufour & Marzano Leaders of Learning	PLC training to support a collaborative culture which is results oriented	Page 141: <i>What distinguishes professional learning communities from support groups where teachers mainly share ideas and offer encouragement is their critical stance and commitment to inquiry. . . Teachers ask probing questions, invite colleagues to observe and review their teaching and their students' learning, and hold out ideas for discussion and debate.</i> – Jonathon Saphier
Action Plan Critical Goals	Using assessment data for reporting	Goals identified by accreditation school self-studies: Collect and analyze longitudinal data to support the high achievement of students.
Action Plan Critical Goals	Using technology for online professional development	Goals identified by accreditation school self-studies: Increase opportunities for online professional development.
Student Achievement Data: MAP	Strategies for differentiating instruction	Quadrant charts show student growth remaining under 50% conditional growth percentile from Fall 2016-Winter 2017.

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Priority Professional Development Goals

Identify 1-2 priority goals based on the data examined above and list them in the space below.

Olympic Region Goal

Collaborate with colleagues across the Olympic Region through Google Hangouts to analyze MAP data for instructional purposes.

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GOAL: Collaborate with colleagues across the Olympic Region through Google Hangouts to analyze MAP data for instructional purposes.

MEASURABLE OBJECTIVE <i>based on identified need</i>	ACTIVITIES <i>to meet the identified needs</i>	TIMELINE <i>for completing the activity</i>	RESOURCES NEEDED <i>may include people, materials, etc.</i>	PARTICIPANTS <i>in the activity</i>	EVALUATION <i>How will you measure results?</i>	ESTIMATED COST <i>for all activities</i>
Teacher leaders will learn how to use google hangouts for collaboration.	Region & school teacher leaders will attend GRACE in-service (June 2017)	June 19-20, 2017	Presenter & laptop/mobile device (identified by regional principals)	Regional teacher leaders & principals.	Teacher evaluation of workshop.	<u>Financial:</u> ~\$500 Lodging and Transportation to Event (Title IIA)
All teachers will learn how to use google hangouts for collaboration.	Attend a Google Hangouts training session led by school teacher-leaders.	August & September 2017 approximately 60 minutes	Tech staff for Google Hangouts & school teacher-leaders.	All teachers, teacher leaders, tech staff & principal.	Evaluation and successful connection on Google Hangouts.	
Using Google Hangouts, all teachers collaborate to identify 2-3 instructional strategies that will improve student achievement in areas of weakness identified through MAP testing.	Complete online MAP course in Destination PD. (Specific course chosen by region principals, teacher leaders or MAP coordinator.)	A week before the teachers' Google Hangout meeting. approximately 60 minutes	Computer and access to MAP destination PD.	All teachers.	Evaluation of course.	
	Meet via Google Hangouts to identify critical areas of instruction based on MAP data and identify 2-3 instructional strategies to improve student growth.	Once per trimester. 2-3 weeks after MAP testing sessions close.	Computer equipped with Google Hangouts.	All teachers.	Exit Ticket	